

University and College teachers

Revision of salary scales of—
in Maharashtra State.

GOVERNMENT OF MAHARASHTRA

Education Department,

Resolution No. USC—1174/104297-II,
Sachivalaya Annexo, Bombay - 400 042.

Dated : 4th October, 1973.

- READ :**
- (i) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. F. 1.40/74-U.1, dated 2nd November, 1974 ;
 - (ii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. F.1-2/73/U-1, dated 18th January, 1975 ;
 - (iii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. 1.1/73-U-1, dated the 20th February, 1975 ;
 - (iv) Government Letter, Education Department, No.USG-1175/U, dated 21st April, 1973 to the Government of India ;
 - (v) Government Circular, Education Department No. USC 1174/II, dated 18th January, 1973 ;
 - (vi) Government of India, Ministry of Education & Social Welfare (Department of Education), New Delhi, Letter No. F-1-2/74-U1, dated 7th June, 1975.

Resolution : Government has had under its consideration a scheme forwarded by the Government of India for revision of pay scales of University and College teachers, as were made applicable by them to the Central Universities, for adoption in the State with or without modifications. Government has now accepted the recommended pay scales for University and College teachers in this State with some clarifications. Government is accordingly pleased to sanction implementation of the scheme for revision of pay scales of University and College teachers in this State as follows :

1. **Pay Scales :** The existing and revised pay-scales now sanctioned for different categories of University and College teachers are shown below :—

Sr. No.	Present designation	Existing scale of pay	Revised Designation	Revised scale of pay
		Rs.		Rs.
1. University Teachers				
1.	Professor (Sr. Scale)	1800-100-1800	Professor	1800-88-1800-100-8000-125/3-25200.
2.	Professor	1100-88-1800-00-1800		
3.	Reader	700-50-1250	Reader	1200-50-1800-60-1800.
4.	Lecturer	400-40-800-20-850	Lecturer	700-40-1100-20-1800.

Sr. No.	Present designation	Existing scale of pay	Revised Designation	Revised scale of pay
		Rs.		Rs.
II. College Teachers				
1.	Principal	800-850-1250	Principal	*1500-2000-2500-3000-3500-4000
2.	--do--	700-80-1100	--do--	*1200-1500-1800-2000-2200
3.	Sr. Lecturer	700-80-1100	Lecturer	700-80-1100-50-1200-1300-1400-1500
4.	--do--	400-50-650-80-900		
5.	Lecturer (Jr. Scale)	300-35-500		
6.	Demonstrator/Tutor	250-35-500	Demonstrator/Tutor	500-50-700-80-900

*These scales will be applicable to Principals of Non-Government Colleges in the State. The Principals of Colleges having (i) enrolment of over 1,000 and (ii) possessing such other qualification and experience which the University may prescribe shall get the higher scale while Principals of Colleges having enrolment below 1,000 shall get the lower scale. In case of Principals of Government Colleges, orders will be issued separately on receipt of specific proposals from the Director of Higher Education, Maharashtra State, Poona.

The revised pay-scales are inclusive of D.A. admissible on 1-1-75. The teachers will be eligible to get the D.A. equal to the increases sanctioned by the State Government effective from a date after 1-1-75. Similarly, the teachers will be eligible to get house rent allowance and compensatory local allowance as admissible, in addition to the pay in the revised scales.

2. To whom applicable and date of operation : The revised scales are applicable to all categories of teachers mentioned in "1" above, employed by the six Universities in the State and Colleges affiliated to them in the Faculties of (i) Arts, (ii) Science, (iii) Commerce and (iv) Education. The revised scales are sanctioned with retrospective effect from 1st January 1975.

3. Manner of Fixation of pay : The Government of Maharashtra has accepted the formula for fixation of pay of teachers given by the Government of India (Appendix I). The pay of individual teachers should be fixed in accordance with these principles. Tables showing fixation of pay in various scales at various stages are appended as Appendix II for guidance for fixation of pay of University and College teachers.

4. The Date of Increment : The date of increment in the revised scales of pay should be determined on the following principles :--

- Where the initial pay in the University Grants Commission Scales provides for increase in the basic pay by an amount equal to or higher than the rate of increment in the existing scale, the next increment should accrue after completion of full incremental period from the date the teacher elects to come over to the University Grants Commission scale.
- Where the increase is not provided to the extent indicated in (i) above, the next increment of the teacher should accrue on completion of full incremental period or on the date of his normal increment in the existing scale, whichever is earlier.

5. Terms and Conditions attached to the revised scales : The terms and conditions attached to the revised scales are mentioned in Appendix III appended to this Resolution. The teachers opting for these scales will have to enter into an agreement with the management about their acceptance of these conditions precedent to their availing themselves of these revised scales, in the prescribed form (Appendix IV). They will have to give in the prescribed form (Appendix V) an option for either to switch over to the revised scales of pay or to continue in their present scales by 30th November, 1975. The option once exercised will be final. Teachers in Government Colleges will, however, be governed by the H.C.S.Rs.

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6. **Qualifications:** The qualifications prescribed by the University Grants Commission and accepted by the Government of India have also been accepted by the Government of Maharashtra, and are precedent to the teachers' becoming eligible for the revised scales on permanent basis. They are as given below:—

(a) **University Lecturers:**

- (i) A Doctor's degree or published work of an equally high standard; and
- (ii) Consistently good academic record with first or high second class (B+) at Master's degree or equivalent degree of a foreign University.

Having regard to the need for developing inter-disciplinary programmes, the degree in (i) and (ii) above may be in relevant subjects.

(b) **College teachers:**

- (i) A consistently good academic record with first or high second class (B+) at Master's degree in a relevant subject or an equivalent degree of a foreign University, and
- (ii) A M. Phil. degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work.

The qualifications are applicable to both existing teachers and the teachers who may be recruited hereafter. In the case of existing teachers who do not possess the above prescribed qualifications will have to acquire them within a period of five years failing which they will not be allowed to earn future increments after expiry of the five-year period in the revised scales. The period of five years will be reckoned from 4th April, 1976.

In respect of new recruitments to the posts of teachers in University/Colleges, the Universities/Colleges may recruit a person with a lower qualification only in case a person with the prescribed qualifications is not available or is not considered suitable, provided that such person will have to acquire the prescribed qualifications within five years from the date of his appointment.

7. **Work-load:** Teachers in a University/College will have a work-load of not less than 40 clock hours in a week. Out of these 40 hours, a minimum of 20 clock hours will have to be spent by a teacher on the official premises of the institution for class-room work like teaching, guidance and tutorials or consultation. However, the actual number of hours to be devoted to class-room work will be determined by the University. The remaining hours should be devoted to research, preparation for teaching, correction and examination work including invigilation, extra-curricular activities, administration and professional work.

8. **Vacation:** "Vacation" does not mean that a Teacher is automatically on holiday or otherwise ceases to work for the University/College, even if required to do so, and every teacher shall be expected to undertake such work, even when the University/College is not functioning, as may be assigned to him by the competent authority relevant to his duties as a teacher, whether of a curricular, co-curricular, extra-curricular or extra-mural nature, including applied or field work relative to his subject, or work of the nature of social service, inside or outside the area of the University/College;

Provided that care is taken in assigning such work that every Teacher is able to enjoy, over the year, a total of six weeks' holiday whether in the area of the University/College itself, or by permission, outside it.

9. **Superannuation:** The age of superannuation for teachers, as well as for Principals of University and non-Government affiliated Colleges shall be sixty years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of sixty years on January 1, 1978 or thereafter, shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

Teachers in Government Colleges, will, however, be governed by the relevant rules framed by Government.

10. **Mode of Recruitment:** Future recruitment to posts of teachers in Colleges and Principals of Colleges shall be made through a Selection Committee, the composition of which is specified in the terms and conditions (Appendix III). The selection of teachers in the Universities will continue to be made in accordance with the provisions in the respective University Act and the statutes made thereunder.

11. **Remuneration for examination:** The revised pay-scales are inclusive of an element on account of remuneration for examination work. Consequently, the University/College teachers getting the revised scale will not be entitled to any remuneration for examination work allotted, will be taken to mean deviation of duty and apart from any action which the University may take, the teachers will make themselves liable to being denied the benefit of the revised scales. /e

12. **Code of Conduct:** The Universities should draw up a code of conduct for its teachers, and those in affiliated colleges, keeping in view the various terms and conditions mentioned in Appendix III in general and those mentioned above in particular, and also initiate action to frame statutes under section 48 of the respective University Act of 1974. Teachers in Government Colleges, will, however be governed by the relevant rules framed by Government.

13. **Assessment of work:** A lecturer in a college will be allowed to draw increment after the stage of Rs. 1,800/- only after his work has been assessed and found satisfactory, in a manner to be decided by the University.

In addition, there will be an assessment of the work of every University and college teacher, every three years in a manner to be prescribed by the University and record maintained in the University and college offices.

14. **Conversion of the posts of Demonstrators/Tutors:** Government has decided to:

- (a) upgrade the existing posts of demonstrators/tutors into those of lecturers which are held by persons possessing qualifications for the posts of lecturers as prescribed by the University and/or by the University Grants Commission. This upgradation shall be operative from the beginning of the Academic Year 1978-79. The condition regarding making up of deficiencies in qualifications within five years as mentioned in para 8 above with effect from the date of upgradation will be applicable to such of those persons who do not possess the qualifications prescribed by the University/University Grants Commission for the posts of a Lecturer.

All persons who are appointed as Lecturers under these orders will be kept on probation in the post of a lecturer for a period of two years.

- (b) sanction the revised scale of pay of demonstrators i.e. Rs. 900-900-700-20-000 to those not covered by (a) above, but possessing qualifications prescribed by the respective universities for the posts of demonstrators/tutors. This will be given retrospective effect as in the case of other categories of teachers i.e. from 1st January, 1978.
- (c) continue the existing scale of pay to such demonstrators/tutors who are not covered by (a) & (b) above.

In order to help the process of progressive abolition of cadre of demonstrators/tutors, no new recruitment to this cadre shall be made hereafter.

15. **Restrictions on new recruitment:** No new recruitment of teachers in cadres other than Demonstrators/Tutors ordinarily be necessary by the University/Colleges, unless absolutely necessary as directed in para 3 and 8 of Government Circular No. JSG 1176/U, dated 18th May, 1978.

16. **Fixation of pay and preferring claim for payment of arrears:** The University/College authorities should initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and an option from each teacher for coming over to the revised scale vide para 8 above. The pay of the teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Higher Education. This pay-fixation including arrears payment should be got approved from the respective audit squads of Education Department which have been located at each Revenue Divisional Headquarters.

The University/College shall submit a statement of expenditure, every month, on account of revision of scales of pay of University/College teachers to the Director of Higher Education in a prescribed form.

17. **Procedure to be adopted by the Director of Education(H.E.):** The Director of Higher Education should send a quarterly statement to the Accountant General, Maharashtra, Bombay and the Accountant General, Maharashtra, Nagpur and claim the grant from the Government of India before the close of every year. The Accountant General, Maharashtra, Bombay, should be requested to credit the Government of India's share under Receipt Head "077-Education-H-University and other Higher Education" (b) other receipts—(2) Contributions from University Grants Commission."

The additional expenditure on pay proper on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January, 1978 shall be shared for the period from 1st January 1978 to 31st March, 1979 between the Government of India and the State Government in the ratio of 80:20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1-1-78 will be treated as posts existing as on 1-1-78 for this purpose. The additional expenditure on pay proper on account of application of revised pay scales to all posts of teachers created after 1st January 1978 shall be borne entirely by the State Government. The Universities and the non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed if prior sanction of the Director of Higher Education is not obtained by them.

18. **Clarifications :** The Director of Higher Education shall administer the scheme and issue clarifications, if any, sought by the Universities or Colleges. The Director of Higher Education may obtain orders of Government in the matter, whenever necessary.

19. **Budget-Heads :** The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget-head "H-1-Education" as under :—

(A) *H—University and Other Higher Education :*

(i) (a) Assistance to Universities for non-technical Education,
(ii) Grants for improvement of Salary Scales ;

(ii) (a) Government Colleges—

(a) I—Government Arts Colleges,

I-a—Government Colleges—Salaries ;

(ii) (a) II—Science Colleges,

II-a—Government Science Colleges—Salaries ;

(ii) (a) IV Government Commerce Colleges,

(a) Government Commerce Colleges—Salaries ;

(ii) (a) Assistance to non-Government Colleges,

(ii) Grants for introduction of University Grants Commission Scales ;

(B) *H—Secondary—(H) Teachers Training :*

a-(i) Government Colleges of Education—Salaries ;

a-(ii) Graduate Basic Training Colleges—Salaries ;

a-(iv) Assistance to non-Government Colleges of Education.

20. These orders issue with the concurrence of the Finance Department vide their Unofficial reference No. FD/7082, dated 2-7-1975.

By order and in the name of the Governor of Maharashtra,

(K. K. MOHILE)

Secretary to Government,

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

The initial pay in the revised scale shall be fixed in the following manner :

1. (A) In the case of a teacher drawing basic pay upto and including Rs. 1800 in the existing scale,

- (a) an amount representing five per cent of the basic pay subject to a minimum of Rs. 15 and a maximum of Rs. 50 shall be added to the existing emoluments of the teacher.

Explanation I : Existing emoluments means Basic Pay plus Dearness Allowance as on 31-12-72 plus Interim Relief, if any, sanctioned during 1-8-1970 and 1-1-1973 and not any other allowance.

Explanation II : If the amount so computed includes a part of a rupee, then, if such part is fifty paise or more, it shall be increased to one complete rupee and if such part is less than fifty paise, it shall be ignored.

- (b) after the existing emoluments have been increased and computed as specified in clause (a) the pay shall be fixed in the revised scale at the stage equal to the amount so computed or, if there is not such stage in the revised scale, at the stage next above the amount so computed :

Provided that :

- (i) If the amount so computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale,
(ii) If the amount so computed under clause (a) is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale :

Provided further that, except in cases where the pay is fixed at the minimum of the revised scale, if the revised emoluments as determined under this sub-rule, exceed the existing emoluments by more than Rs. 100 the initial pay shall be fixed at the highest stage in the revised scale at which the revised emoluments payable do not exceed the existing emoluments by Rs. 100 and the difference, if any, between the existing emoluments plus Rs. 100 and the revised emoluments so payable shall be allowed as personal pay to be absorbed in future increase in pay.

Explanation : Revised emoluments means the Basic Pay of the teacher in the revised scale.

- (B) In the case of a teacher drawing basic pay exceeding Rs. 1800/- in the existing scale, the initial pay in the revised scale shall be fixed under the provisions of B.C.S.R. 41, 44, & 47 and for this purpose, his pay in the existing scale shall be deemed to include the dearness allowance, if any, drawn by him.

Note I : Where a teacher is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year as on the 1st day of January, 1973 and the pay so fixed shall be treated as substantive pay. Where such teacher has not completed one year's continuous service in the higher officiating post as on the 1st

in the existing scales and his pay in the revised scales fixed with reference to the officiating pay shall be treated as substantive pay in the scales either on confirmation in the higher officiating post or after rendering service for the period by which it fell short of one year on the 1st day of January, 1978, whichever is earlier, provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scales not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st day of January, 1978, with reference to his substantive pay in the lower post.

Note 2 : Where the existing emoluments exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 3 : Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped upto the stage where such bunching occurs, as under, by the grant of increment (S) in the revised scale in the following manner, namely :—

- (a) for teachers drawing pay from the 6th upto 10th stage in the existing scale—By one increment.
- (b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—By two increments.
- (c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—By three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped upto only to the extent by which it falls short thereof of the former.

Note 4 : Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher, who in the existing scale was drawing immediately before the 1st day of January, 1978 more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 5 : Where as on the 1st day of January, 1978, a teacher is in receipt of personal pay which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increases in pay.

II. *Date of next increment in the revised scale* : The next increment of a teacher whose pay has been fixed in the revised scale in accordance with rule 1 shall be granted on the date he would have drawn his increment, had he continued in the existing scale.

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 of rule 1, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.

Provided further that, in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January, 1973 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Explanation : For the purpose of this rule, increment shall be construed to mean stages in the time scale and not necessarily actual increases in pay (that is to say, where an increment in any scale is not annual, the increment shall be construed as carrying as many stages as the number of years of service required to be rendered for earning an increment).

APPENDIX-II

Tables for Fixation of Pay

(A) UNIVERSITY DEPARTMENTS

1. Professors (Senior Grade)

Existing Scale :		Revised Scale :		Revised Scale :	
Rs. 1800-1900-1900		Rs. 1800-20-1900		Rs. 1800-20-1900	
Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to min. of Rs. 15 & Maximum of Rs.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	1800	100	1700	90	1790
2.	1700	100	1600	85	1685
3.	1600	100	1500	80	1580

2. Professors

Existing Scale :		Revised Scale :		Revised Scale :	
Rs. 1100-20-1300-20-1500		Rs. 1300-20-1400-20-1500-20-1500		Rs. 1300-20-1400-20-1500-20-1500	
Stage	Basic pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to min. of Rs. 15 & Maximum of Rs.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	1300	100	1200	65	1265
2.	1280	100	1180	64	1244
3.	1200	100	1100	60	1160
4.	1180	100	1080	59	1139
5.	1100	100	1000	55	1055
6.	1080	100	980	54	1034
7.	1000	100	900	50	950
8.	980	100	880	49	929
9.	900	100	800	45	845
10.	880	100	780	44	824

3. Readers

Existing Scale :		Revised Scale :		Revised Scale :	
Rs. 700-20-1000		Rs. 1000-20-1200		Rs. 1000-20-1200	
Stage	Basic pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	700	150	600	35	635
2.	750	150	650	37	687
3.	800	150	700	40	740
4.	850	150	750	42	792
5.	900	150	800	45	845
6.	950	150	850	47	897
7.	1000	175	1175	50	1225
8.	1050	180	1230	52	1282
9.	1100	200	1300	55	1355
10.	1150	200	1350	57	1407
11.	1200	200	1400	60	1460
12.	1250	200	1450	62	1512

A. Lecturers

Existing Scale: Rs. 400-450-500-550-600

Revised Scale:

Rs. 700-800-900-1000-1100-1200

Stage	Basic pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	400	110	510	20	700
2.	450	110	560	22	780
3.	500	114	614	24	740
4.	550	118	668	26	780
5.	600	120	720	30	780
6.	650	130	780	32	810
7.	700	130	830	34	860
8.	750	130	880	36	910
9.	800	130	930	40	970
10.	850	130	980	42	1020
11.	900	140	1040	44	1080
12.	950	140	1090	46	1150
13.	1000	140	1140	48	1200
14.	1050	150	1200	50	1250

(B) COLLEGES

A. Principals (of colleges having postgraduate teaching)

Existing Scale: Rs. 800-900-1000-1100

Revised Scale: (i) Rs. 1200-1300-1400-1500-1600 (ii) Rs. 1500-1600-1700-1800-1900-2000

Stage	Basic pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	800	240	1040	40	1200
2.	850	240	1090	42	1250
3.	900	240	1140	44	1300
4.	950	240	1190	46	1350
5.	1000	240	1240	50	1400
6.	1050	240	1290	52	1450
7.	1100	240	1340	54	1500
8.	1150	240	1390	56	1550
9.	1200	240-250	1440	60	1600
10.	1250	257-50	1507	62	1650

B. Professors

Existing Scale: Rs. 700-800-900-1000-1100

Revised Scale: (i) Rs. 1200-1300-1400-1500-1600 (ii) Rs. 1500-1600-1700-1800-1900-2000

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	700	245	945	35	1200
2.	750	245	995	37	1250
3.	800	245	1045	39	1300
4.	850	245	1095	41	1350
5.	900	245	1145	43	1400
6.	950	245	1195	45	1450
7.	1000	245	1245	47	1500
8.	1050	245	1295	49	1550
9.	1100	245	1345	51	1600
10.	1150	245	1395	53	1650
11.	1200	245	1445	55	1700

7. Senior Lecturers

Existing Scale : Rs. 700-80-1100

Revised Scale : Rs. 700-80-1100-80-1200
Assessment - 80-1000.

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 25	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	700	243	943	35	980
2.	740	245	985	37	1020
3.	780	250	1030	39	1100
4.	820	250	1070	41	1150
5.	860	250	1110	43	1200
6.	900	250	1150	45	1250
7.	940	250	1190	47	1300
8.	980	250	1230	49	1350
9.	1020	250	1270	51	1400
10.	1060	250	1300	53	1450
11.	1100	250	1350	55	1500

8. Lecturers (Senior Scale)

Existing Scale : Rs. 400-80-840-60-900

Revised Scale Rs. 700-80-1100-80-1200-
Assessment - 80-1000

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 30	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	400	264	664	20	700
2.	440	264	704	22	740
3.	480	270	750	24	780
4.	520	268	788	26	820
5.	560	268	828	28	860
6.	600	265	865	30	900
7.	640	268	908	32	940
8.	680	260	940	34	980
9.	720	265	985	36	1020
10.	760	265	1025	38	1060
11.	800	268	1068	40	1100

9. Lecturers (Junior Scale)

Existing Scale : Rs. 300-35-400.

Revised Scale Rs. 700-80-1100-80-1200-
Assessment - 80-1000

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 30	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	300	240	540	15	700
2.	325	240	565	16	700
3.	350	250	600	18	700
4.	375	250	625	19	700
5.	400	254	654	20	740
6.	425	254	679	22	740
7.	450	255	705	23	780
8.	475	255	730	25	780
9.	500	260	760	26	820
10.	525	265	790	28	820
11.	550	265	815	29	860
12.	575	265	840	30	860

10. Demonstrators/Tutors

Existing Scale: Rs. 250-15-400

Revised Scale - Rs. 300-20-700-25-900.
(for existing incumbents only)

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	80% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	250	245	495	15-500	520
2.	260	246	511	16-506	540
3.	280	248	528	16-548	560
4.	300	249	549	16-589	580
5.	320	249	569	16-579	600
6.	330	249	579	17-580	620
7.	340	249	589	17-600	630
8.	355	249	604	18-588	640
9.	370	249	619	18-580	660
10.	385	250	635	20-585	680
11.	400	254	654	20-584	700

APPENDIX III

Terms and Conditions attached to the Revised Scales

(i) Recruitment to all categories of teachers lecturers, Readers and Professors in Universities shall be made strictly on merit and on the basis of all India advertisement and selection. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointments should not be made on communal or caste considerations. The selection Committee should have outside experts and their constitution should be prescribed by the statutes of the concerned University.

(ii) For future recruitment to the posts of Lecturers in Universities as well as in Colleges, the minimum qualifications shall be as may be determined by the University Grants Commission from time to time.

(iii) The existing lecturers in Colleges who did not possess, at the time of their initial recruitment minimum qualifications as prescribed by the University Grants Commission, should be required to attain these qualifications within five years. If they fail to do so during this period, they shall not be allowed to earn any future increment, till they acquire the qualifications.

(iv) All appointments of teachers in colleges shall be made on merit and on the basis of all India advertisement. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointment should not be made on communal or caste considerations. The constitution of a Selection Committee for recruitment to the posts of lecturers in a college should be as follows :—

- (a) Chairman, Governing Body of the College or his nominee ;
- (b) a nominee of the Vice-Chancellor ;
- (c) one expert to be nominated by the University ;
- (d) one nominee of the Director of Education (Higher Education) ;
- (e) Principal of the college ; and
- (f) Head of the Department concerned of the College.

No selection shall be considered valid unless at least one expert is present. The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(v) All appointments of Principals of Colleges shall be made by a Selection Committee composed of the following :—

- (a) Chairman, Governing Body of the College ;
- (b) One Member of the Governing Body ;
- (c) Two nominees of the Vice-Chancellor ;
- (d) One nominee of the Director of Education (Higher Education).

The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(vi) The period of probation of a teacher shall in no case be more than 24 months. The Executive Council/Governing Body of the College may, for reasons to be recorded, reduce the condition of probation. The Executive Council/Governing Body shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 24 months from the date of his/her appointment but not earlier than 9 months from that date. A suitable provision may be made in the Ordinance/Statutes prescribing a schedule for placing cases regarding confirmation before the appropriate authority well in time before the date of expiry of the probation period.

(vii) The age of superannuation for Teachers as well as for Principals shall be 60 years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of 60 years on January 1, 1978 or thereafter shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

(viii) No Teacher/Principal shall be paid any remuneration for examination work, including invigilation work, within any University/Institution in the State.

(ix) The work-load of teachers, submission of plan of work etc., shall be as may be determined by the University from time to time.

(x) The existing post graduate teachers in the colleges, who are designated as Senior Lecturers/Readers, in the scale of Rs. 700-1100 shall be placed in the revised scales of Rs. 700-1600.

(xi) The assessment at Rs. 1600 in the scale of Rs. 700-1100-50-1800—Assessment-50-1800, prescribed for college lecturers, shall be done by a Committee to be appointed by the University.

(xii) The revised scale of Rs. 800-900 is for the existing Demonstrators/Tutors only. In future, Demonstrators/Tutors shall not be appointed in University and Colleges.

(xiii) The fixation of pay in the revised scales of pay shall be according to the formula indicated in Appendix I.

(xiv) Each University shall draw up a code of conduct for its teachers keeping in view the recommendations made by the Sen Committee in this regard.

FORM OF AGREEMENT

THIS AGREEMENT made this..... day of.....
 One thousand Nine hundred and Seventy Five between Shri/Smt./Kun.
 Demonstrator/Tutor/Reader/Senior/
 Junior Lecturer/Professor of Principal
 of College/University Established by
 hereinafter referred to as "the Employee"
 (which expression shall unless the context does not so admit include his/her
 heirs, executors and administrators of the One Part and
 College/University hereinafter referred to as "the said College/University"
 of the Other part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/
 Reader/Senior/Junior Lecturer/Professor of
 Principal of the said College/University from the..... day
 of..... 197.....

AND WHEREAS the Government of Maharashtra has by Government
 Resolution, Education Department bearing No. USC 1174/104287-U, dated
 the..... October 1975 (hereinafter referred to as "the said
 Resolution" a copy whereof is annexed hereto) sanctioned a scheme for
 revision of the pay scales of the University and College teachers.

AND WHEREAS accordingly the said College/University has agreed
 to revise the pay scale of the Employee on the Employee agreeing to accept
 and duly comply with the terms and conditions laid down by the Government
 of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSETH AND IT IS HEREBY
 AGREED AND DECIDED by and between Parties hereto as follows :—

In consideration of the said College/University agreeing to revise the pay
 scale of the Employee and to pay to him/her the remuneration as may be
 payable to him/her as per the said relevant revised scale applicable to him/her
 as specified in the said Resolution, notwithstanding anything to the contrary
 in that regards contained in his/her contract of service and/or conditions of
 service, the Employee doth hereby—

- (1) agree, accept and duly comply with terms and conditions specified in the said Government Resolution ;
- (2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter ;
- (3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri/Smt./Kum.
the Employee above-named has hereto set
his/her hand and

Common seal of University has been hereunto affixed;

Members of the Managing Committee/Governing Body of

..... have set their respective hands,
the day and year first being above-written.

Signed and delivered by

Shri/Smt./Kum.

the Employee above named in the
presence of

1.

2.

Or

Signed and delivered by—

1.

2.

3.

4.

5. Etc. the present members of
of the Managing Committee/Governing Body of

in the presence of

1.

2.